DEPARTMENT OF DEFENSE
CONTRACT SECURITY CLASSIFICATION SPECIFICATION

(The requirements of the DoD Industrial Security Manual apply to all security aspects of this effort)

1. CLEARANCE AND S[illegible]GUARDING

a. FACILITY CLEARANCE REQUIRED: TOP SECRET

b. LEVEL OF SAFEGUARDING REQUIRED: N/A

2. THIS SPECIFICATION IS FOR: *(X and complete as applicable)*

	a. PRIME CONTRACT NUMBER	
	b. SUBCONTRACT NUMBER	
X	c. SOLICITATION OR OTHER NUMBER	DUE Date *(YYMMDD)*

3. THIS SPECIFICATION IS: *(X and complete as applicable)*

X	a. ORIGINAL *(Complete date in all cases)*		Date *(YYMMDD)*
	b. REVISED *(Supersedes all previous specs)*	Revision No.	Date *(YYMMDD)*
	c. FINAL *(Complete item 5 in all cases)*		Date *(YYMMDD)*

4. IS THIS A FOLLOW-ON CONTRACT? [ ] YES [ ] NO. If Yes, complete the following:

Classified material received or generated under _____ *(Preceding Contract Number)* is transferred to this follow-on contract

5. IS THIS A FINAL DD FORM 254? [ ] YES [X] NO. If Yes, complete the following:

In response to the contractor's requested dated _____, retention of the identified classified material is authorized for the period of _____

6. CONTRACTOR *(Include Commercial and Government Entity (CAGE) Code)*

a. NAME, ADDRESS, AND ZIP CODE	b. CAGE CODE	c. COGNIZANT SECURITY OFFICE *(Name, Address, and Zip Code)*

7. SUBCONTRACTOR

a. NAME, ADDRESS, AND ZIP CODE	b. CAGE CODE	c. COGNIZANT SECURITY OFFICE *(Name, Address, and Zip Code)*
N/A	N/A	N/A

8. ACTUAL PERFORMANCE

a. LOCATION	b. CAGE CODE	c. COGNIZANT SECURITY OFFICE *(Name, Address, and Zip Code)*
NAIC/DXSO 4180 WATSON WAY WPAFB OH 45433-5648	N/A	NAIC/SOO 4180 WATSON WAY WPAFB OH 45433-5648

9. GENERAL IDENTIFICATION OF THIS PROCUREMENT

TECHNICAL AND MAINTENANCE SUPPORT OF SPECIAL INTELLIGENCE DATA REDUCTION EQUIPMENT.

10. THIS CONTRACT WILL REQUIRE ACCESS	YES	NO
a. COMMUNICATIONS SECURITY (COMSEC) INFORMATION		X
b. RESTRICTED DATA		X
c. CRITICAL NUCLEAR WEAPON DESIGN INFORMATION		X
d. FORMERLY RESTRICTED DATA		X
e. INTELLIGENCE INFORMATION		
(1) Sensitive Compartmented Information (SCI)	X	
(2) Non-SCI	X	
f. SPECIAL ACCESS INFORMATION	X	
g. NATO INFORMATION		X
h. FOREIGN GOVERNMENT INFORMATION		X
i. LIMITED DISSEMINATION INFORMATION	X	
j. FOR OFFICIAL USE ONLY INFORMATION	X	
k. OTHER *(Specify)*		X

11. IN PERFORMING THIS CONTRACT, THE CONTRACTOR WILL:	YES	NO
a. HAVE ACCESS TO CLASSIFIED INFORMATION ONLY AT ANOTHER CONTRACTOR'S FACILITY OR A GOVERNMENT ACTIVITY	X	
b. RECEIVE CLASSIFIED DOCUMENTS ONLY		X
c. RECEIVE AND GENERATE CLASSIFIED MATERIAL	X	
d. FABRICATE, MODIFY, OR STORE CLASSIFIED HARDWARE		X
e. PERFORM SERVICES ONLY		X
f. HAVE ACCESS TO U.S. CLASSIFIED INFORMATION OUTSIDE THE U.S. PUERTO RICO, U.S. POSSESSIONS AND TRUST TERRITORIES		X
g. BE AUTHORIZED TO USE THE SERVICES OF DEFENSE TECHNICAL INFORMATION CENTER (DTIC) OR OTHER SECONDARY DISTRIBUTION CENTER		X
h. REQUIRE A COMSEC ACCOUNT		X
i. HAVE TEMPEST REQUIREMENTS		X
j. HAVE OPERATIONS SECURITY (OPSEC) REQUIREMENTS		X
k. BE AUTHORIZED TO USE THE DEFENSE COURIER SERVICE		X
l. OTHER *(Specify)*		X

12. PUBLIC RELEASE. Any information (classified or unclassified) pertaining to this contract shall not be released for public dissemination except as provided by the Industrial Security Manual or unless it has been approved for public release by appropriate Government authority. Proposed public releases shall be submitted for approval prior to release

[ ] Direct [X] Through *(Specify)*:

National Air Intelligence Center (NAIC/PA & NAIC/DXSO IN TURN), 4180 Watson Way, Wright-Patterson AFB OH 45433-5648, (937) 257-3726. NO Public release of Sensitive Compartmented Information (SCI) is authorized.

to the Directorate for Freedom of Information and Security Review, Office of the Assistant Secretary of Defense (Public Affairs) for review.
In the case of non-DoD User Agencies, requests for disclosure shall be submitted to that agency.

13. SECURITY GUIDANCE. The security classification guidance need for this classified effort is identified below. If any difficulty is encountered in applying this guidance or if any other contributing factor indicates a need for changes in this guidance, the contractor is authorized and encouraged to provide recommended changes; to challenge the guidance or the classification assigned to any information or material furnished or generated under this contract; and to submit any questions for interpretation of this guidance to the official identified below. Pending final decision, the information involved shall be handled and protected at the highest level of classification assigned or recommended. *(Fill in as appropriate for the classified effort. Attach, or forward under separate correspondence, any documents/guidelines/extracts reference herein. Add additional pages as needed to provide complete guidance.)*

Block lli. In performing this contract the contractor will meet the Tempest requirements set forth in NSTISSI 7000, Sections V, VI and DoD S-5105-21-M-1 Chapter 7.

Based on CM/COTR's best knowledge, release of information to the contractor does not create an unfair advantage or a conflict of interest with their obligation to protect the information.

All classified material generated on this contract will be processed thru the Contracting Officer or the Contracting Officer's Representative. All Classified material received on this contract will be processed thru either the Contracting Officer or the Contracting Officer's Representative.

Not withstanding any other provisions in the contract affecting military security requirements, the contractor must comply with the security requirements prescribed by the commander of the installation where contract work is being performed.

In addition to the requirements set forth in DoD 5220.22-M and DoD 5220.S (COMSEC SUPPLEMENT), the contractor will comply with the written instruction of the installation commander regarding COMSEC matters. For COMSEC and emanations security (EMSEC) guidance the NAIC Communications-Electronics staff officer would be contacted in areas of encryption and TEMPEST applications.

SEE THE 1 PAGE ATTACHMENT FOR CONTINUATION OF BLOCK #13

14. ADDITIONAL SECURITY REQUIREMENTS. Requirements, in addition to ISM requirements, are established for this contract. *(If Yes, identify the pertinent contractual clauses in the contract document itself, or provide an appropriate statement which identifies the additional requirements. Provide a copy of the requirements to the cognizant security office. Use Item 13 if additional space is needed)* [X] Yes [ ] No

USAFINTEL 201-2, DoD S-5105.21-M-1, E.O. 12958, DCID1/7, DCID 1/21, and DIAN 50-5 provide the necessary guidance for physical, personnel, information classification and TEMPEST security measures which are part of the SCI security specifications for the contract.

15. INSPECTIONS. Elements of this contract are outside the inspection responsibility of the cognizant security office. *(If Yes, identify specific areas or elements carved out and the activity responsible for inspections. Use Item 13 if additional space is needed.)* [X] Yes [ ] No

NAIC/SOO
4180 WATSON WAY
WPAFB OH 45433-5648

16. CERTIFICATION AND SIGNATURE. Security requirements stated herein are complete and adequate for safeguarding the classified information to be released or generated under this classified effort. All questions shall be referred to the official named below.

a. TYPED NAME OF CERTIFYING OFFICIAL	b. TITLE	c. TELEPHONE *(Include Area Code)*
JOANNE THOMPSON	CONTRACTING OFFICER	(937) 257-5841

d. ADDRESS *(Include Zip Code)*
ASC/PKWO
BLDG 1, 1940 ALLBROOK DR SUITE 3
WPAFB OH 45433-5309

e. SIGNATURE Joanne Thompson

17. REQUIRED DISTRIBUTION

- [X] a. CONTRACTOR
- [ ] b. SUBCONTRACTOR
- [X] c. COGNIZANT SECURITY OFFICE FOR PRIME AND SUBCONTRACTOR
- [ ] d. U.S. ACTIVITY RESPONSIBLE FOR OVERSEAS SECURITY
- [ ] e. ADMINISTRATION CONTRACTING OFFICER
- [X] f. OTHERS AS NECESSARY NAIC/DOC

BLOCK 13 CONTINUED:

a. The contract Monitor for this contract is Jerry R. Willis, NAIC/DXSO, phone DSN 787-3726, Comm 937-257-3726.

b. The contractor shall establish procedures to protect all intelligence received, produced and held for the duration of the contract of any other binding agreement; and to permit identification of all persons who have had access to intelligence in their custody.

c. The contractor shall not reproduce intelligence without the written permission of the releasing agency. If permission is granted, each copy is controlled in the same manner as the original.

d. The contractor will not destroy any intelligence without advanced approval at task completion or contract termination, whichever occurs first, per DoD 5220.22-M instructions. Destruction reports shall be forwarded to the Contracting Officer's Technical Representative.

e. The contractor shall restrict access to only those individuals who possess the required security clearances and who are actually providing services under the contract. Further dissemination to, other contractor, sub-contractors, other government agencies, and private individuals or organizations is prohibited unless authorized in writing by the releasing authority.

f. The contractor shall not release intelligence material to foreign nationals or immigrant alien whether or not they are also consultants, US contractors, or employees of the contractor, and regardless of the level of their security clearance, except with advance written permission from the originator and the contract monitor.

g. The contractor shall ensure that each employee having access to intelligence material is fully aware of the special security requirements for this material; and maintains records in a manner that permits the contractor to furnish on demand, the names of individuals who have had access to the material in their custody.

h. upon completion or termination of the contract, or sooner, the contractor shall return all intelligence (furnished or generated), unless retention or destruction is authorized in writing by the contract monitor.

i. Classification and declassification markings of documentation produced by the contractor shall be consistent with that applied to the information or documentation from which the new document was prepared. If a compilation of information or a complete analysis of subject appears to require a security classification other than that of the source documentation, the contractor will assign the tentative security classification and request instruction from the contract monitor shown in item 16a of the DD form 254. Pending final determination, the material will be safeguarded as required for, its assigned or proposed classification whichever is higher, until the classification is changed or otherwise verified.

j. All SCI will be handled in accordance with special security requirements which will be furnished by the Cognizant Security Authority (CSA) or the user Agency/Supporting Special Security Officer (SSO).

k. SCI shall not be released to contractor employees without specific release approval by the originator of the material as outlined in governing directives; based on prior approval and certification "need-to-know" by the designated Contract Monitor.

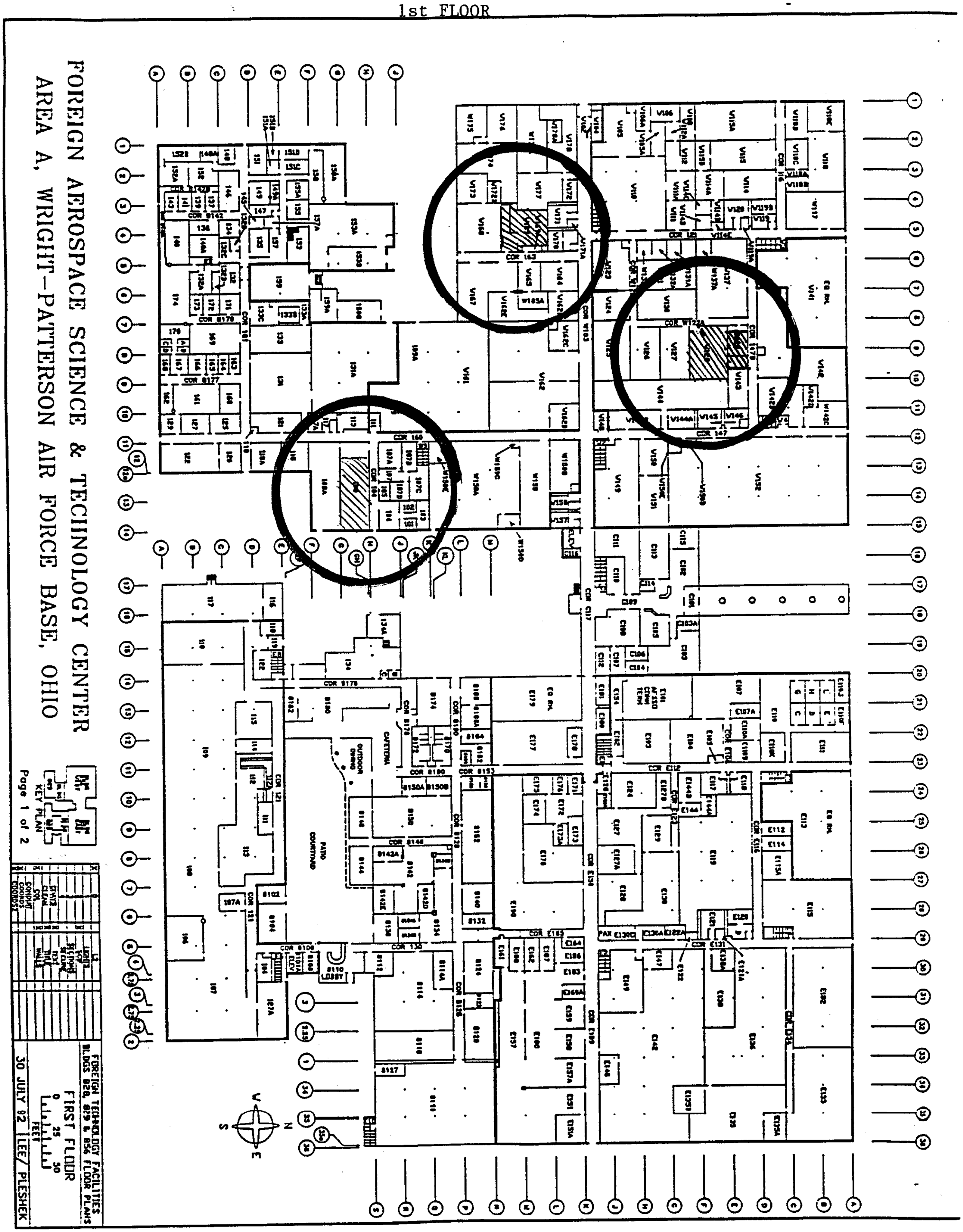
l. Names of contractor personnel requiring access to SCI will be submitted to the Contract Monitor for approval. Upon receipt of written approval from the Contract Monitor, the company security officer will submit request(s) for single scope background investigations.

m. This contract requires that a limited number of selected contractor personnel have access to SCI for contract completion purposes, only at the sponsoring agency and other government facilities. These persons will be granted access by the sponsoring agency.

TECHNICAL EXHIBIT 3a

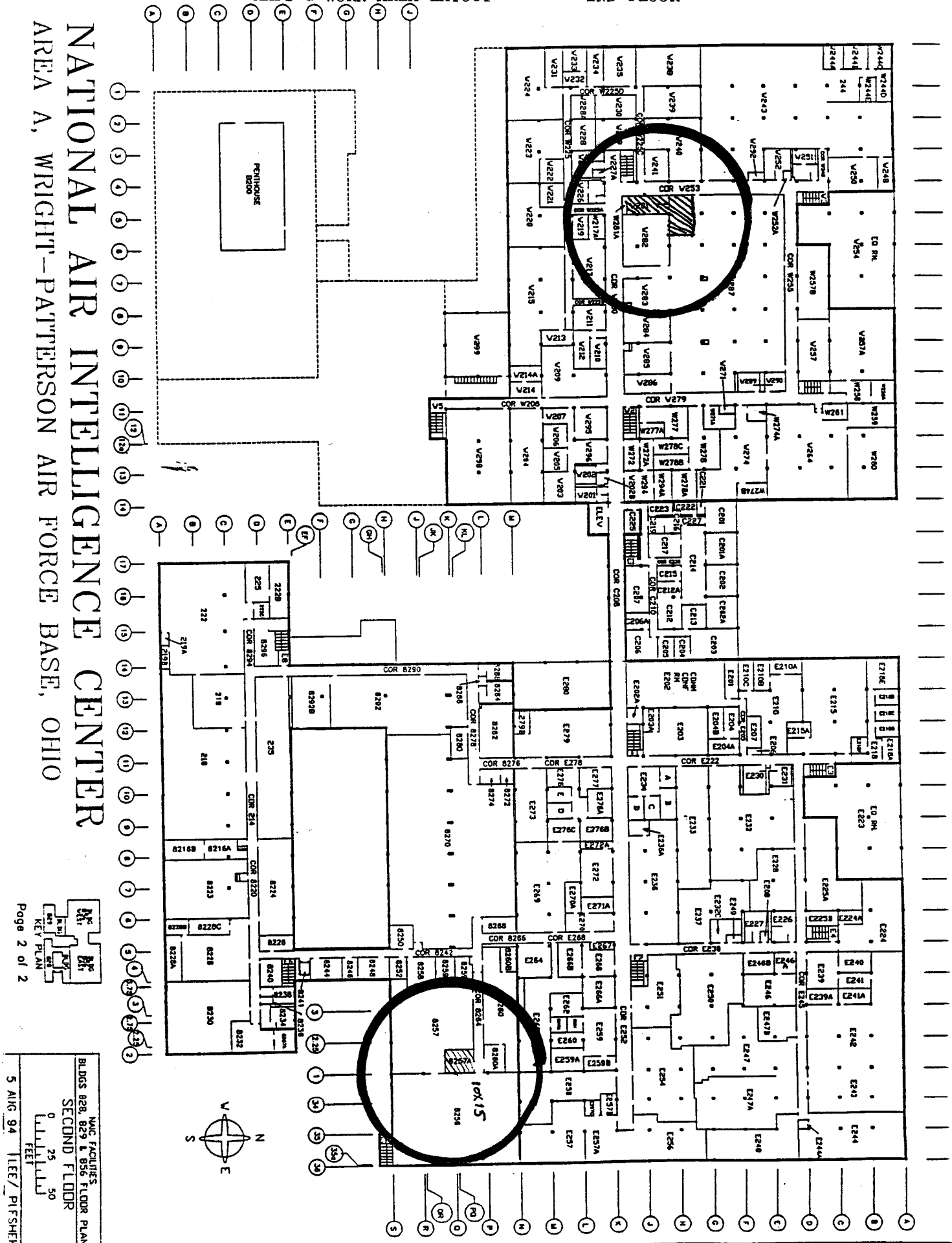
MAPS & WORK AREA LAYOUT BUILDINGS 856 & 829

1st FLOOR



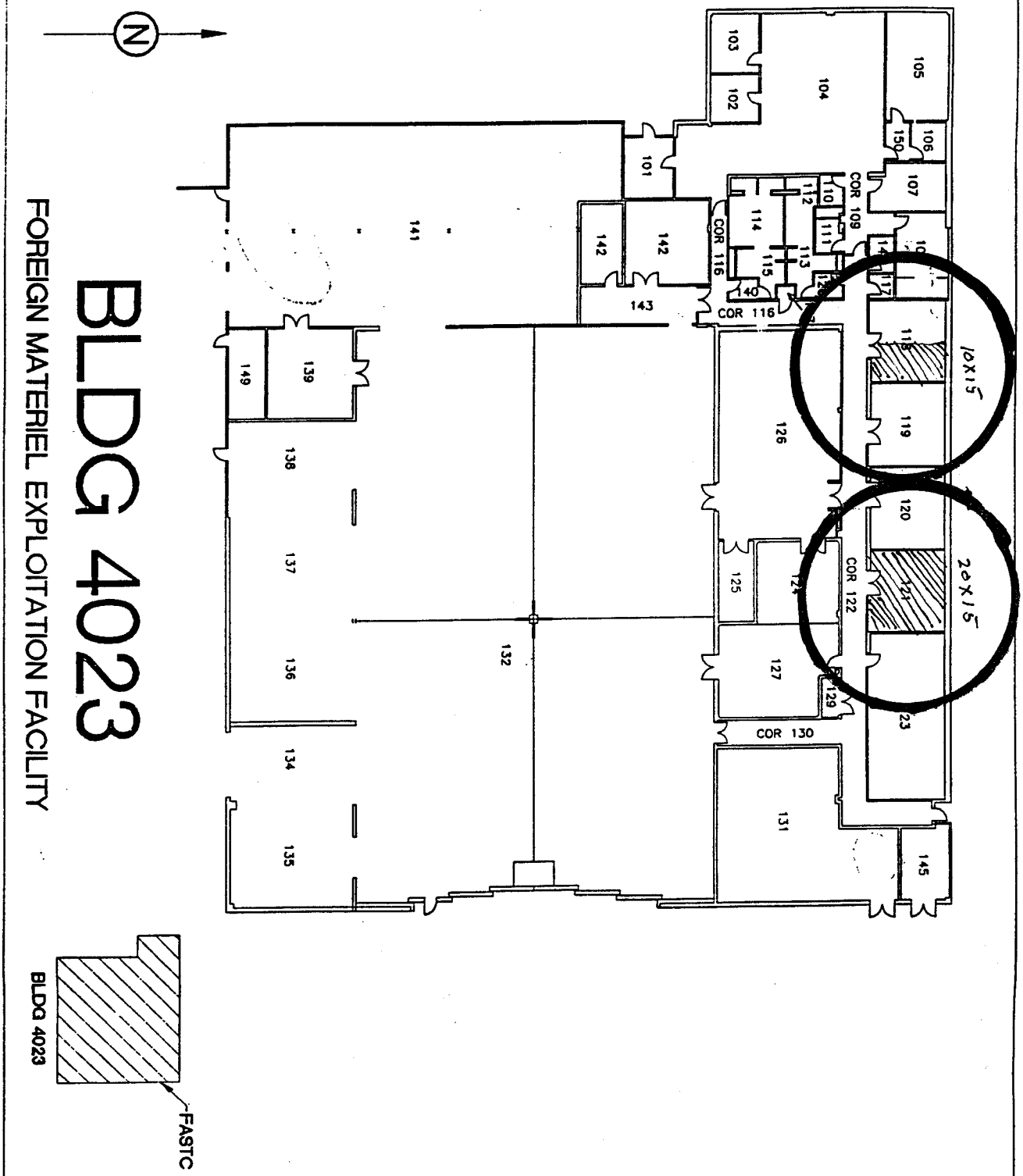
TECHNICAL EXHIBIT 3b BUILDINGS 856 & 828

MAPS & WORK AREA LAYOUT 2ND FLOOR



TECHNICAL EXHIBIT 3c
MAPS & WORK AREA LAYOUT

BUILDING 4023



CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

Form Approved
OMB No. 0704-0188

Public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503. Please DO NOT RETURN your form to either of these addresses. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.

A. CONTRACT LINE ITEM NO.	B. EXHIBIT	C. CATEGORY: TDP ____ TM ____ OTHER ____
D. SYSTEM/ITEM	E. CONTRACT/PR NO.	F. CONTRACTOR

1. DATA ITEM NO.	2. TITLE OF DATA ITEM	3. SUBTITLE
A001	Performance and Cost Report	

4. AUTHORITY *(Data Acquisition Document No.)*	5. CONTRACT REFERENCE	6. REQUIRING OFFICE
DI-FNCL-80912-T	PWS paragraph 5.2.6	NAIC/DXSO

7. DD 250 REQ	9. DIST STATEMENT REQUIRED	10. FREQUENCY	12. DATE OF FIRST SUBMISSION
LT	F	MONTHLY	40 DAC
8. APP CODE		**11. AS OF DATE**	**13. DATE OF SUBSEQUENT SUBMISSION**
		30DAC	See Block 16

16. REMARKS

Block 4 Delete 10.2.3

Block 13 Data shall be submitted 10 calendar days after the end of each 30 day reporrting period.

14. DISTRIBUTION

a. ADDRESSEE	b. COPIES Draft	Final Reg	Final Repro
NAIC/DXSO		1	
15. TOTAL →		1	

17. PRICE GROUP

18. ESTIMATED TOTAL PRICE

G. PREPARED BY	H. DATE	I. APPROVED BY	J. DATE
[signature]	4/10/97	[signature]	4/10/97

CONTRACT DATA REQUIREMENTS LIST

(1 Data Item)

Form Approved
OMB No. 0704-0188

Public reporting burden for this collection of information is estimated to average 110 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503. Please DO NOT RETURN your form to either of these addresses. Send completed form to the Government Issuing Contracting Officer for the Contract/PR No. listed in Block E.

A. CONTRACT LINE ITEM NO.	B. EXHIBIT	C. CATEGORY: TDP ____ TM ____ OTHER ____

D. SYSTEM/ITEM	E. CONTRACT/PR NO.	F. CONTRACTOR

1. DATA ITEM NO.	2. TITLE OF DATA ITEM	3. SUBTITLE
A002	Progress Report	

4. AUTHORITY *(Data Acquisition Document No.)*	5. CONTRACT REFERENCE	6. REQUIRING OFFICE
DI-ADMN-81313/T	PWS paragraph 5.2.7	NAIC/DXSO

7. DD 250 REQ	9. DIST STATEMENT REQUIRED	10. FREQUENCY	12. DATE OF FIRST SUBMISSION
LT		Monthly	See Block 16
8. APP CODE		**11. AS OF DATE**	**13. DATE OF SUBSEQUENT SUBMISSION**
	F	See Block 16	See Block 16

16. REMARKS

Block 4 Delete 10.2.4

Block 10,11,13 Delivery dates will be directed by the contract manager.

14. DISTRIBUTION

a. ADDRESSEE	b. COPIES: Draft	Final: Reg	Final: Repro
NAIC/DXSO		1	
15. TOTAL →		1	

17. PRICE GROUP

18. ESTIMATED TOTAL PRICE

G. PREPARED BY	H. DATE	I. APPROVED BY	J. DATE
	4/10/97		4/10/97

INSTRUCTIONS FOR COMPLETING DD FORM 1423
(See DoD 5010.12-M for detailed instructions.)

FOR GOVERNMENT PERSONNEL

Item A. Self-explanatory.

Item B. Self-explanatory.

Item C. Mark (X) appropriate category: TDP - Technical Data Package; TM - Technical Manual; Other - other category of data, such as "Provisioning,""Configuration Management," etc.

Item D. Enter name of system/item being acquired that data will support.

Item E. Self-explanatory (to be filled in after contract award).

Item F. Self-explanatory (to be filled in after contract award).

Item G. Signature of preparer of CDRL.

Item H. Date CDRL was prepared.

Item I. Signature of CDRL approval authority.

Item J. Date CDRL was approved.

Item 1. See DoD FAR Supplement Subpart 4.71 for proper numbering.

Item 2. Enter title as it appears on data acquisition document cited in Item 4.

Item 3. Enter subtitle of data item for further definition of data item (optional entry).

Item 4. Enter Data Item Description (DID) number, military specification number, or military standard number listed in DoD 5010.12-L (AMSDL), or one-time DID number, that defines data content and format requirements.

Item 5. Enter reference to tasking in contract that generates requirement for the data item (e.g., Statement of Work paragraph number).

Item 6. Enter technical office responsible for ensuring adequacy of the data item.

Item 7. Specify requirement for inspection/acceptance of the data item by the Government.

Item 8. Specify requirement for approval of a draft before preparation of the final data item.

Item 9. For technical data, specify requirement for contractor to mark the appropriate distribution statement on the data (ref. DoDD 5230.24).

Item 10. Specify number of times data items are to be delivered.

Item 11. Specify as-of date of data item, when applicable.

Item 12. Specify when first submittal is required.

Item 13. Specify when subsequent submittals are required, when applicable.

Item 14. Enter addressees and number of draft/final copies to be delivered to each addressee. Explain reproducible copies in Item 16.

Item 15. Enter total number of draft/final copies to be delivered.

Item 16. Use for additional/clarifying information for Items 1 through 15. Examples are: Tailoring of documents cited in Item 4; Clarification of submittal dates in Items 12 and 13; Explanation of reproducible copies in Item 14.; Desired medium for delivery of the data item.

FOR THE CONTRACTOR

Item 17. Specify appropriate price group from one of the following groups of effort in developing estimated prices for each data item listed on the DD Form 1423.

a. Group I. Definition - Data which is not otherwise essential to the contractor's performance of the primary contracted effort (production, development, testing, and administration) but which is required by DD Form 1423.

Estimated Price - Costs to be included under Group I are those applicable to preparing and assembling the data item in conformance with Government requirements, and the administration and other expenses related to reproducing and delivering such data items to the Government.

b. Group II. Definition - Data which is essential to the performance of the primary contracted effort but the contractor is required to perform additional work to conform to Government requirements with regard to depth of content, format, frequency of submittal, preparation, control, or quality of the data item.

Estimated Price - Costs to be included under Group II are those incurred over and above the cost of the essential data item without conforming to Government requirements, and the administrative and other expenses related to reproducing and delivering such data item to the Government.

c. Group III. Definition - Data which the contractor must develop for his internal use in performance of the primary contracted effort and does not require any substantial change to conform to Government requirements with regard to depth of content, format, frequency of submittal, preparation, control, and quality of the data item.

Estimated Price - Costs to be included under Group III are the administrative and other expenses related to reproducing and delivering such data item to the Government.

d. Group IV. Definition - Data which is developed by the contractor as part of his normal operating procedures and his effort in supplying these data to the Government is minimal.

Estimated Price - Group IV items should normally be shown on the DD Form 1423 at no cost.

Item 18. For each data item, enter an amount equal to that portion of the total price which is estimated to be attributable to the production or development for the Government of that item of data. These estimated data prices shall be developed only from those costs which will be incurred as a direct result of the requirement to supply the data, over and above those costs which would otherwise be incurred in performance of the contract if no data were required. The estimated data prices shall not include any amount for rights in data. The Government's right to use the data shall be governed by the pertinent provisions of the contract.

WAGE DETERMINATION NO: **94-2420** REV (6) AREA: OH,DAYTON

******FOR USE BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL******

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Director Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: **94-2420** Alan L. M
Date of Last Revision: 02/13/1997

State(s): Indiana, Ohio

Area: INDIANA COUNTIES OF RANDOLPH, UNION, WAYNE.
OHIO COUNTIES OF CHAMPAIGN, CLARK, CLINTON, DARKE, GREENE, LOGAN, MIAMI, MONTGOMERY, PREBLE, SHELBY.

** Fringe Benefits Required For All Occupations Included In This Wage Determination Follow The Occupational Listing **

OCCUPATION CODE AND TITLE	MINIMUM HOURLY WAGE
ADMINISTRATIVE SUPPORT AND CLERICAL:	
01011 Accounting Clerk I	$ 8.51
01012 Accounting Clerk II	$ 8.88
01013 Accounting Clerk III	$ 10.38
01014 Accounting Clerk IV	$ 12.95
01030 Court Reporter	$ 11.63
01050 Dispatcher, Motor Vehicle	$ 11.63
01060 Document Preparation Clerk	$ 9.60
01090 Duplicating Machine Operator	$ 9.60
01110 Film/Tape Librarian	$ 9.93
01115 General Clerk I	$ 7.78
01116 General Clerk II	$ 8.10
01117 General Clerk III	$ 9.60
01118 General Clerk IV	$ 11.50
01120 Housing Referral Assistant	$ 13.21
01131 Key Entry Operator I	$ 8.02
01132 Key Entry Operator II	$ 10.40
01191 Order Clerk I	$ 8.08
01192 Order Clerk II	$ 11.28
01220 Order Filler	$ 10.38
01261 Personnel Assistant (Employment) I	$ 8.37
01262 Personnel Assistant (Employment) II	$ 9.40
01263 Personnel Assistant (Employment) III	$ 11.78
01264 Personnel Assistant (Employment) IV	$ 13.12
01270 Production Control Clerk	$ 13.21
01290 Rental Clerk	$ 9.93
01300 Scheduler, Maintenance	$ 9.93
01311 Secretary I	$ 9.93
01312 Secretary II	$ 11.63
01313 Secretary III	$ 13.21
01314 Secretary IV	$ 16.20
01315 Secretary V	$ 17.98
01320 Service Order Dispatcher	$ 9.93
01341 Stenographer I	$ 8.85
01342 Stenographer II	$ 10.59
01400 Supply Technician	$ 16.20
01420 Survey Worker(Interviewer)	$ 11.63

01460	Switchboard Operator-Receptionist	$ 7.87
01510	Test Examiner	$ 11.63
01520	Test Proctor	$ 11.63
01531	Travel Clerk I	$ 7.83
01532	Travel Clerk II	$ 8.35
01533	Travel Clerk III	$ 8.86
01611	Word Processor I	$ 10.50
01612	Word Processor II	$ 11.80
01613	Word Processor III	$ 13.22
AUTOMATIC DATA PROCESSING:		
03010	Computer Data Librarian	$ 9.57
03041	Computer Operator I	$ 9.57
03042	Computer Operator II	$ 10.75
03043	Computer Operator III	$ 13.53
03044	Computer Operator IV	$ 16.05
03045	Computer Operator V	$ 17.77
03071	Computer Programmer I 1/	$ 15.73
03072	Computer Programmer II 1/	$ 18.92
03073	Computer Programmer III 1/	$ 21.85
03074	Computer Programmer IV 1/	$ 26.16
03101	Computer Systems Analyst I 1/	$ 19.70
03102	Computer Systems Analyst II 1/	$ 22.05
03103	Computer Systems Analyst III 1/	$ 26.50
03160	Peripheral Equipment Operator	$ 9.57
AUTOMOTIVE SERVICE:		
05005	Automobile Body Repairer, Fiberglass	$ 17.89
05010	Automotive Glass Installer	$ 16.56
05040	Automotive Worker	$ 16.56
05070	Electrician, Automotive	$ 17.24
05100	Mobile Equipment Servicer	$ 15.24
05130	Motor Equipment Metal Mechanic	$ 17.89
05160	Motor Equipment Metal Worker	$ 16.56
05190	Motor Vehicle Mechanic	$ 16.79
05220	Motor Vehicle Mechanic Helper	$ 14.58
05250	Motor Vehicle Upholstery Worker	$ 15.90
05280	Motor Vehicle Wrecker	$ 16.56
05310	Painter, Automotive	$ 17.24
05340	Radiator Repair Specialist	$ 16.56
05370	Tire Repairer	$ 15.24
05400	Transmission Repair Specialist	$ 17.89
FOOD PREPARATION AND SERVICE:		
07010	Baker	$ 11.01
07041	Cook I	$ 10.19
07042	Cook II	$ 11.01
07070	Dishwasher	$ 8.53
07100	Food Service Worker (Cafeteria Worker)	$ 8.53
07130	Meat Cutter	$ 11.01
07250	Waiter/Waitress	$ 8.91
FURNITURE MAINTENANCE AND REPAIR:		
09010	Electrostatic Spray Painter	$ 17.24
09040	Furniture Handler	$ 13.27
09070	Furniture Refinisher	$ 17.24
09100	Furniture Refinisher Helper	$ 14.58
09110	Furniture Repairer, Minor	$ 15.90
09130	Upholsterer	$ 17.24
GENERAL SERVICES AND SUPPORT:		
11030	Cleaner, Vehicles	$ 8.53
11060	Elevator Operator	$ 8.53
11090	Gardener	$ 10.19
11121	Housekeeping Aide I	$ 7.89
11122	Housekeeping Aide II	$ 8.53
11150	Janitor	$ 8.53
11180	Laborer	$ 8.53
11210	Laborer, Grounds Maintenance	$ 8.99
11240	Maid or Houseman	$ 7.89

11270	Pest Controller	$ 10.61
11300	Refuse Collector	$ 8.53
11330	Tractor Operator	$ 9.91
11360	Window Cleaner	$ 8.99
HEALTH:		
12010	Ambulance Driver	$ 10.36
12040	Emergency Medical Technician	$ 10.36
12071	Licensed Practical Nurse I	$ 11.31
12072	Licensed Practical Nurse II	$ 12.69
12073	Licensed Practical Nurse III	$ 14.20
12100	Medical Assistant	$ 8.79
12130	Medical Laboratory Technician	$ 8.79
12160	Medical Record Clerk	$ 8.79
12190	Medical Record Technician	$ 12.18
12221	Nursing Assistant I	$ 6.38
12222	Nursing Assistant II	$ 7.18
12223	Nursing Assistant III	$ 7.83
12224	Nursing Assistant IV	$ 8.79
12250	Pharmacy Technician	$ 10.96
12280	Phlebotomist	$ 8.79
12311	Registered Nurse I	$ 13.91
12312	Registered Nurse II	$ 16.97
12313	Registered Nurse II, Specialist	$ 16.97
12314	Registered Nurse III	$ 20.53
12315	Registered Nurse III, Anesthetist	$ 20.53
12316	Registered Nurse IV	$ 24.60
INFORMATION AND ARTS:		
13002	Audiovisual Librarian	$ 16.20
13011	Exhibits Specialist I	$ 14.70
13012	Exhibits Specialist II	$ 19.53
13013	Exhibits Specialist III	$ 21.85
13041	Illustrator I	$ 14.70
13042	Illustrator II	$ 19.53
13043	Illustrator III	$ 21.85
13047	Librarian	$ 17.98
13050	Library Technician	$ 11.63
13071	Photographer I	$ 12.88
13072	Photographer II	$ 14.70
13073	Photographer III	$ 19.53
13074	Photographer IV	$ 21.85
13075	Photographer V	$ 25.02
LAUNDRY, DRY CLEANING, PRESSING:		
15010	Assembler	$ 5.68
15030	Counter Attendant	$ 5.68
15040	Dry Cleaner	$ 7.47
15070	Finisher, Flatwork, Machine	$ 5.68
15090	Presser, Hand	$ 5.68
15100	Presser, Machine, Dry Cleaning	$ 5.68
15130	Presser, Machine, Shirts	$ 5.68
15160	Presser, Machine, Wearing Apparel, Laundry	$ 5.68
15190	Sewing Machine Operator	$ 8.05
15220	Tailor	$ 8.62
15250	Washer, Machine	$ 6.28
MACHINE TOOL OPERATION AND REPAIR:		
19010	Machine-tool Operator (Toolroom)	$ 17.24
19040	Tool and Die Maker	$ 21.92
MATERIALS HANDLING AND PACKING:		
21010	Fuel Distribution System Operator	$ 15.24
21020	Material Coordinator	$ 15.26
21030	Material Expediter	$ 15.26
21040	Material Handling Laborer	$ 13.00
21071	Forklift Operator	$ 14.62
21080	Production Line Worker (Food Processing)	$ 13.78

21100	Shipping/Receiving Clerk	$ 12.28
21130	Shipping Packer	$ 12.28
21140	Store Worker I	$ 11.66
21150	Stock Clerk (Shelf Stocker; Store Worker II)	$ 13.36
21150	Stock Clerk	
21210	Tools and Parts Attendant	$ 13.78
21400	Warehouse Specialist	$ 13.78
MECHANICS AND MAINTENANCE AND REPAIR:		
23010	Aircraft Mechanic	$ 17.89
23040	Aircraft Mechanic Helper	$ 14.58
23050	Aircraft Quality Control Inspector	$ 18.52
23060	Aircraft Servicer	$ 15.90
23070	Aircraft Worker	$ 16.56
23100	Appliance Mechanic	$ 17.24
23120	Bicycle Repairer	$ 15.24
23125	Cable Splicer	$ 17.89
23130	Carpenter, Maintenance	$ 17.24
23140	Carpet Layer	$ 16.56
23160	Electrician, Maintenance	$ 16.79
23181	Electronics Technician, Maintenance I	$ 11.43
23182	Electronics Technician, Maintenance II	$ 16.83
23183	Electronics Technician, Maintenance III	$ 17.60
23260	Fabric Worker	$ 15.90
23290	Fire Alarm System Mechanic	$ 17.89
23310	Fire Extinguisher Repairer	$ 15.24
23340	Fuel Distribution System Mechanic	$ 17.89
23370	General Maintenance Worker	$ 16.56
23400	Heating, Refrigeration and Air Conditioning Mechanic	$ 17.89
23430	Heavy Equipment Mechanic	$ 17.89
23460	Instrument Mechanic	$ 17.89
23500	Locksmith	$ 17.24
23530	Machinery Maintenance Mechanic	$ 21.88
23550	Machinist, Maintenance	$ 16.79
23580	Maintenance Trades Helper	$ 14.58
23640	Millwright	$ 17.89
23700	Office Appliance Repairer	$ 17.24
23740	Painter, Aircraft	$ 17.24
23760	Painter, Maintenance	$ 17.24
23790	Pipefitter, Maintenance	$ 17.89
23800	Plumber, Maintenance	$ 17.24
23820	Pneudraulic Systems Mechanic	$ 17.89
23850	Rigger	$ 17.89
23870	Scale Mechanic	$ 16.56
23890	Sheet-metal Worker, Maintenance	$ 17.89
23910	Small Engine Mechanic	$ 16.56
23930	Telecommunications Mechanic I	$ 17.89
23931	Telecomunications Mechanic II	$ 18.52
23950	Telephone Lineman	$ 17.89
23960	Welder, Combination, Maintenance	$ 17.89
23965	Well Driller	$ 17.89
23970	Woodcraft Worker	$ 17.89
23980	Woodworker	$ 15.24
PERSONAL NEEDS:		
24570	Child Care Attendant	$ 8.83
24600	Chore Aide	$ 7.89
24630	Homemaker	$ 11.75
PLANT AND SYSTEM OPERATION:		
25010	Boiler Tender	$ 17.89
25040	Sewage Plant Operator	$ 17.24
25070	Stationary Engineer	$ 17.89

25190	Ventilation Equipment Tender	$ 14.58
25210	Water Treatment Plant Operator	$ 17.24
PROTECTIVE SERVICE:		
27004	Alarm Monitor	$ 12.36
27006	Corrections Officer	$ 12.96
27010	Court Security Officer	$ 15.02
27040	Detention Officer	$ 15.02
27070	Firefighter	$ 14.63
27101	Guard I	$ 7.90
27102	Guard II	$ 12.36
27130	Police Officer	$ 17.48
TECHNICAL:		
29010	Air Traffic Control 2/ Specialist, Center	$ 23.45
29011	Air Traffic Control 2/ Specialist, Station	$ 16.17
29012	Air Traffic Control 2/ Specialist, Terminal	$ 17.81
29020	Archeological Technician	$ 19.53
29030	Cartographic Technician	$ 19.53
29035	Computer Based Training Specialist/Instructor	$ 21.75
29040	Civil Engineering Technician	$ 19.53
29061	Drafter I	$ 11.46
29062	Drafter II	$ 12.88
29063	Drafter III	$ 14.70
29064	Drafter IV	$ 19.53
29070	Embalmer	$ 18.00
29081	Engineering Technician I	$ 11.06
29082	Engineering Technician II	$ 12.43
29083	Engineering Technician III	$ 16.75
29084	Engineering Technician IV	$ 18.00
29085	Engineering Technician V	$ 21.96
29086	Engineering Technician VI	$ 26.64
29090	Environmental Technician	$ 16.53
29100	Flight Simulator/Instructor (Pilot)	$ 22.05
29150	Graphic Artist	$ 19.70
29210	Laboratory Technician	$ 13.53
29240	Mathematical Technician	$ 18.00
29330	Mortician	$ 18.00
29361	Paralegal/Legal Assistant I	$ 11.63
29362	Paralegal/Legal Assistant II	$ 16.20
29363	Paralegal/Legal Assistant III	$ 19.76
29364	Paralegal/Legal Assistant IV	$ 23.98
29390	Photooptics Technician	$ 18.00
29480	Technical Writer	$ 26.16
29620	Weather Observer, Senior 3/	$ 15.02
29621	Weather Observer, Combined 3/ Upper Air and Surface Programs	$ 13.53
29622	Weather Observer, Upper Air 3/	$ 13.53
TRANSPORTATION/MOBILE EQUIPMENT OPERATION:		
31030	Bus Driver	$ 12.21
31100	Driver Messenger	$ 9.07
31200	Heavy Equipment Operator	$ 17.89
31260	Parking and Lot Attendant	$ 7.33
31290	Shuttle Bus Driver	$ 9.84
31300	Taxi Driver	$ 9.07
31361	Truckdriver, Light Truck	$ 8.90
31362	Truckdriver, Medium Truck	$ 10.60
31363	Truckdriver, Heavy Truck	$ 10.82
36364	Truckdriver, Tractor-Trailer	$ 16.15
MISCELLANEOUS:		
99020	Animal Caretaker	$ 9.39
99030	Cashier	$ 7.21
99040	Child Care Center Clerk	$ 11.02
99050	Desk Clerk	$ 8.83
99260	Instructor	$ 19.53

99300	Lifeguard	$ 7.87
99350	Park Attendant (Aide)	$ 9.88
99400	Photofinishing Worker (Photo Lab / Dark Room Technician)	$ 7.87
99500	Recreation Specialist	$ 12.24
99510	Recycling Worker	$ 9.78
99610	Sales Clerk	$ 7.87
99630	Sports Official	$ 7.87
99658	Survey Party Chief	$ 15.50
99659	Surveying Technician	$ 12.17
99660	Surveying Aide	$ 7.95
99690	Swimming Pool Operator	$ 11.01
99720	Vending Machine Attendant	$ 9.78
99730	Vending Machine Repairer	$ 11.01
99740	Vending Machine Repairer Helper	$ 9.78

** Fringe Benefits Required For All Occupations Included In This Wage Determination **

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, and savings and thrift plans. Minimum employer contributions costing an average of $2.56 per hour computed on the basis of all hours worked by service employees employed on the contract. May include such benefits as severance pay.
VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years; 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)
HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

1/

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See 29 CFR 4.156)

2/

APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3/

APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY: If you work at night as a part of a regular tour of duty, you will earn a NIGHT DIFFERENTIAL and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:
The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In

addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $4.25 per week (or $.85 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Titles and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Second Supplement, dated August 1995, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.
6) The contractor informs the affected employees.
Information required by the Regulations must be submitted on SF 1444 or bond paper.
When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.